

IN THE UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF IOWA
DAVENPORT DIVISION

DEMETTRISS BYRD,

Plaintiff,

vs.

HANSALOY CORPORATION,

Defendant.

Civil No. 3:00-cv-30078

SPECIAL VERDICT FORM

FILED
DAVENPORT, IOWA
02 FEB - 4 PM 2:52
CLERK U.S. DISTRICT COURT
SOUTHERN DISTRICT OF IOWA

We, the jury, find the following special verdict on the
issues submitted to us:

I. Race Discrimination

1. Did plaintiff Demettriss Byrd prove his claim of
race discrimination against defendant Hansaloy Corporation as
explained in Instruction No. 10?

(Answer "yes" or "no.")

ANSWER: No

(If you answer "no," go to Question No. 3. If your answer is "yes,"
answer the next question.)

2. Did defendant Hansaloy Corporation prove by the
preponderance of the evidence that it would have discharged
plaintiff regardless of his race as explained in Instruction No.
12?

(Answer "yes" or "no.")

ANSWER: _____

(If you answer "yes" you may not award any damages to plaintiff for
his claim of race discrimination. Answer the next question.)

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II. Hostile Work Environment

3. Did plaintiff Demettriss Byrd prove his claim of hostile work environment against defendant Hansaloy Corporation as explained in Instruction No. 13?

(Answer "yes" or "no.")

ANSWER: No

(If your answer is "no," go to Question No. 5. If your answer is "yes," answer the next question.)

4. Did defendant Hansaloy Corporation prove its affirmative defense regarding policies to prevent or correct racial harassment and plaintiff's failure to take advantage of those policies as explained in Instruction No. 16?

(Answer "yes" or "no.")

ANSWER: _____

(If you answer "yes" you may not award any damages to plaintiff for his claim of hostile work environment. Answer the next question.)

III. Retaliation

5. Did plaintiff Demettriss Byrd prove his claim of retaliation against defendant Hansaloy Corporation as explained in Instruction No. 17?

(Answer "yes" or "no.")

ANSWER: No

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(Answer the next question only if your answer to Question No. 1 is "yes" and to Question No. 2 is "no," or your answer to Question No. 3 is "yes" and to Question No. 4 is "no," or your answer to Question No. 5 is "yes." Otherwise the foreperson should sign and date the verdict form.)

IV. Damages

6. We, the jury award damages for the following. If you find no damages for an item enter "0". You may award damages for back pay only if you found for plaintiff on his race discrimination or retaliation claim.

1. Back pay	\$ _____
2. Future therapy and counseling	\$ _____
3. Past emotional distress	\$ _____
4. Future emotional distress	\$ _____
Total	\$ _____

Arnold Aldon Radford
FOREPERSON

2-4-2002 2:05 PM
DATE AND TIME